

Bill Luna
County Executive Officer



Jay E. Orr
Assistant County Executive Officer

Executive Office, County of Riverside

November 13, 2008

Honorable Board of Supervisors
County of Riverside
Robert T. Andersen Administrative Center
4080 Lemon Street, 5th Floor
Riverside, California 92501-3651

Subject: **BUDGET BALANCING STRATEGIES**

Board Members:

On today's agenda are two items presented to help balance the County budget during this local and global financial crisis. As I described at your November 4 meeting, I have implemented five initial strategies to curbing current spending:

- 1) An early retirement incentive
- 2) A lower limit on redeeming management leave
- 3) Containment of overtime pay
- 4) Monitoring the use of temporary employees
- 5) A cap (based on current employment) on departmental hiring called the MFR (Maximum Fill Rate)

Additional strategies are being developed and will be revealed later in this fiscal year.

To activate the first two strategies above, your Board must approve agenda items 3.31 and 3.32. The second two strategies are being coordinated by my staff in the Executive Office. The fifth, the MFR, was described to department heads at our November 10 meeting, and immediately implemented.

The MFR is a mechanism to ensure that County employment does not grow while we are in this challenging period. Department heads, including public safety, have been instructed not to exceed the level of employment that was in place on November 5, 2008. The reasoning behind the MFR is that a department should be able to operate through the remainder of the fiscal year with its current number of employees, if not fewer.

3.31 & 3.32

Budget Balancing Strategies

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The MFR allows County business to continue as usual while we evaluate more drastic cost containment measures. It allows the public safety departments to operate at their current levels, thereby maintaining your highest priority functions. It also avoids the pain of unnecessary reductions in force.

Each department has access to its number of on-board staff. The Human Resources Director has been instructed that hiring is not to resume for all departments until the number of employees on-board drops below that MFR number. Exemptions for all County departments will require permission from the CEO. The department's budget must also be in balance for consideration.

I appreciate your support in enforcing these employment limits. As CEO, I am charged with establishing control systems such as this to ensure that we function within our means. To forego such controls at this stage would be short-sighted.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Bill Luna", is written over a horizontal line.

BILL LUNA

County Executive Officer

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

270



FROM: Human Resources Department

SUBMITTAL DATE:
November 7, 2008

SUBJECT: Early Retirement Service Credit under the California Public Employees' Retirement System (CalPERS) and Medical Coverage for such Retirees.

RECOMMENDED MOTION:

- 1) Authorize the County of Riverside to offer two years of additional service credit to all eligible County employees in job classifications covered under the Miscellaneous contract excluding Elected Officials, Parks, Flood, and Waste Special Districts (Attachment 1);
- 2) certify compliance with Government Code Sections 7507 and 20903, Attachments 2 and 3;
- 3) on December 9, 2008, adopt Resolution 2008-483 to establish the window period in accordance with CalPERS requirements (Attachments 4 and 5), and;
- 4) provide non-Medicare eligible employees who elect this early retirement option by March 31, 2009, the same retiree medical plan rates and coverage as those employees who retire on or before December 31, 2008. Eligible employees who elect this early retirement option will thus receive retiree medical plan coverage at the same rate as active employees until January 1, 2011.

Barbara A. Olivier

Barbara A. Olivier, Asst. HR Director for
Ronald W. Komers, Department Head

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 11,110,465	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	2008/09

SOURCE OF FUNDS: Departmental Revenue	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: APPROVE

BY: *Elizabeth J. Olson*
Elizabeth J. Olson

County Executive Office Signature

- Policy
- Policy
- Consent
- Consent

Dep't Recomm.:
Per Exec. Ofc.:

Prev. Agn. Ref.: 06/03/2008, 3.43 and 06/17/2008, 3.23 **District:** **Agenda Number:** 3.32

BACKGROUND:

The County is presently in a sound financial position, but recent losses in property and sales taxes, as well as potential cuts in state funding will require a substantial reduction in the County General Fund operating budget. On October 28, 2008 the County Executive Officer indicated that County General Funded departments must plan for a 25% reduction over four years.

Effective January 1, 2000, a new Government Code Section 20903 renewed the option to grant additional service credit under certain circumstances to agencies contracting with the California Public Employees' Retirement System (CalPERS). This option was utilized by the Department of Purchasing and Fleet Services on October 31, 2000, Resolution 2000-292; Transportation and Land Management Agency's Building and Safety Department on July 17, 2007, Resolution 2007-331; and The Department of Environmental Health on June 17, 2008, Resolution 2008-252.

It is requested that the Board of Supervisors authorize the early retirement option to approximately 3,400 eligible age-appropriate County of Riverside employees, out of 15,245 Miscellaneous employees covered by the CalPERS Miscellaneous contract, excluding Elected Officials, Parks, Flood and Waste Special Districts who:

1. Have attained 50 years of age;
2. Have five or more years of service credit with the County; and
3. Retire within the 90-day retirement window period specified by the County (Attachment 1).

This action is proposed as a mitigation of layoffs. Employees who elect the benefit will create vacancies in General Fund and non-General Fund positions that can be used to mitigate the effect of the impending significant budget cuts that will require the elimination of positions.

To implement this change, it is necessary to provide two certifications to CalPERS, as provided in Attachments 2 and 3. The Certification of Compliance with Government Code Section 7507 (Attachment 2) certifies the cost of this benefit is being made public, and the Certification of Compliance with Government Code Section 20903 (Attachment 3) confirms the County's need to take this action, and that:

1. Impending layoffs constitute at least 1 percent of the job classification, department or organizational unit, as designated by the County; and
2. By this action it is the intent of the County to create unfilled vacancies thereby resulting in a permanent overall reduction in the work force.

In addition, no earlier than two weeks after this public notice, this item must be returned to the Board's agenda for final adoption of the formal Resolution, Attachment 5.

The cost of this action can be paid in one of two ways: the estimated cost can be paid in a lump sum to CalPERS, or it can be added to the County's actuarial accrued liability, which will result in an employer contribution rate increase over 20 years.

Form 11 – Early Retirement Service Credit

November 7, 2008

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BACKGROUND continued:

We presently have approximately 1,021 eligible employees who are over age 59, 609 eligible employees over the age of 61, and 378 eligible employees over the age of 63. We believe that these groups would be the most likely to accept the early retirement incentive. Attachment 6 contains a complete breakdown of eligible employees by attained age.

At present the CalPERS Miscellaneous Plan has assets valued over \$2.89 billion and is funded at 110%. If all eligible employees elected the early retirement option the cost to the County would be approximately \$144 million. However, past experience suggests that a relatively low percentage of eligible employees elect an early retirement option. Below, we have provided three possible cost estimates for this action along with projected salary savings due to the resulting vacant positions and increased CalPERS employer contribution rates.

Estimated Costs*	5% Accept Incentive	3% Accept Incentive	1% Accept Incentive
Number of Employees	172	103	34
Service Credit Cost	\$7,667,000	\$4,600,000	\$1,533,000
Annual Compensation & Benefits Savings	\$15,332,000	\$9,181,000	\$3,031,000
Employer Contribution Rate Increase as a percent of payroll beginning in fiscal year 10/11	0.0878%	0.0527%	0.0176%

*Assumes that employees' taking the early retirement incentive are age 59, earn \$61,474 per year with an additional 45% benefits factor.

The Human Resources Department recommends that the cost for this early retirement program be included in the County's employer contribution rate. CalPERS will increase the rate in the fiscal year that begins two years after the end of the designated retirement date window. This delay will be factored into budget planning.

In order to further incentivize eligible employees to retire within the January 1, 2009 through March 31, 2009 retirement window established by this action, the Human Resources Department recommends that these employees be offered retiree medical coverage and rates on the same basis as those retirees who retire on or before December 31, 2008. On September 12, 2006, the Board adopted a policy to establish separate medical rates starting January 1, 2009 for non-Medicare-eligible retirees rather than blending their rates with active employees. This action extends the period of eligibility for subsidized medical plan rates by an additional three months, and these employees will receive retiree medical plan coverage at the same rate as active employees until January 1, 2011.

Optional Early Retirement Credit

Eligible Departments/Classifications: All Riverside County Job Classifications covered by PERS Miscellaneous contract; excluding elected officials, Parks, Flood and Waste Special Districts.

Eligible Retirement Dates: January 1, 2009 through March 31, 2009

Estimated Costs for Eligible Employees:

A. Assume all employees elect early retirement option	PERS Service Credit Estimate	\$144,174,672
	Leave Balance Estimate	\$ 68,144,358
	Total	\$212,319,030
B. Assume 5% of employees elect early retirement option*	PERS Service Credit Estimate	\$ 7,666,920
	Leave Balance Estimate	\$ 3,443,544
	Total	\$ 11,110,464

*Assumes that employees' taking the early retirement incentive are age 59 and earn \$61,474.

Attachment 1

Eligible Departments/Classifications

Job Code	Description	Job Code	Description	Job Code	Description
62201	ACCESS CONTROL TECHNICIAN	73505	ANIMAL LICENSE INSPECTOR	37506	ASST PUBLIC ADMINISTRATOR
77411	ACCOUNTANT I	79821	APPEALS SPECIALIST	78557	ASST PUBLIC DEFENDER
77412	ACCOUNTANT II	74322	APPRAISER II	79807	ASST REG MGR-CHILDREN SOC SVCS
77410	ACCOUNTANT TRAINEE	74319	APPRAISER TECHNICIAN	74834	ASST REGISTRAR OF VOTERS
15911	ACCOUNTING ASSISTANT I	13518	ARCHIVES & RECORDS TECH	66406	AUTOMOTIVE MECHANIC I
15912	ACCOUNTING ASSISTANT II	52263	ARMORER/RANGEMASTER	66411	AUTOMOTIVE MECHANIC II
15915	ACCOUNTING TECHNICIAN I	73967	ASSOC CHF NURSING OFFICER	66412	AUTOMOTIVE MECHANIC III
15919	ACCOUNTING TECHNICIAN I - C	76424	ASSOC CIVIL ENGINEER	66405	AUTOMOTIVE MECHANIC III - CERT
15916	ACCOUNTING TECHNICIAN II	76423	ASSOC ENGINEER	66415	AUTOMOTIVE SERVICE SUPERVISOR
15927	ACCOUNTING TECHNICIAN II - C	74135	ASSOC MEDICAL CENTER ADMIN	62952	AUTOMOTIVE SERVICES WORKER
15307	ACR TECHNICIAN I	98756	ASST CHF OF RESP THERAPY	57745	BEHAVIORAL HLTH SPECIALIST II
15308	ACR TECHNICIAN II	74376	ASST COUNTY ASSESSOR-CLK-REC	79751	BEHAVIORAL HLTH SPECIALIST III
15309	ACR TECHNICIAN III	77425	ASST COUNTY AUDITOR-CONTROLLER	79706	BEHAVIORAL HLTH SPECIALIST IV
74121	ADMIN ANALYST	74242	ASST COUNTY EXEC OFFCR/HR/EDA	66419	BLDG & MAINTENANCE SUPER-CORR
13964	ADMIN SECRETARY II	74128	ASST COUNTY EXECUTIVE OFFICER	33232	BLDG INSPECTOR II
74105	ADMIN SVCS ANALYST I	74141	ASST DIR OF COMMUNITY ACTION	62739	BLDG MAINT MECHANIC-ADULT DET
74106	ADMIN SVCS ANALYST II	74274	ASST DIR OF FLEET SVCS	62740	BLDG MAINTENANCE MECHANIC
74110	ADMIN SVCS ANALYST II - C	73966	ASST DIR OF NURSING SVCS	62771	BLDG MAINTENANCE SUPERVISOR
74114	ADMIN SVCS ASST	74243	ASST DIR OF PUBLIC SOCIAL SVCS	62730	BLDG MAINTENANCE WORKER
74191	ADMIN SVCS MGR I	74197	ASST DIR, FACILITIES MGMT	62755	BLDG SERVICES ENGINEER
74113	ADMIN SVCS MGR II	74098	ASST DIR, PURCH & FLEET SVCS	13496	BOARD ASSISTANT
74273	ADMIN SVCS MGR III	78539	ASST DISTRICT ATTORNEY	74515	BOARD OF SUPV CHIEF OF STAFF
74213	ADMIN SVCS OFFICER	66561	ASST DISTRICT ROAD MAINT SUPV	66501	BRIDGE CREW WORKER
74199	ADMIN SVCS SUPV	76421	ASST ENGINEER	86110	BUSINESS PROCESS ANALYST I
13401	ADMISSIONS & COLLECTIONS CLERK	74103	ASST HOSPITAL ADMINISTRATOR II	86111	BUSINESS PROCESS ANALYST II
78708	AG & STANDARDS INVESTIGATOR IV	74775	ASST HUMAN RESOURCES DIRECTOR	15808	BUYER ASSISTANT
74240	AG COMM/SLR OF WTS & MEASURES	79803	ASST MENTAL HEALTH DIRECTOR	15812	BUYER II
78601	AG INSPECTOR	73924	ASST NURSE MANAGER	13630	CA CHILDREN SVCS SUPERVISOR
73999	AGENCY PROGRAM ADMINISTRATOR	77493	ASST PATIENT ACCT OFFCR/RCRM	13628	CA CHILDREN SVCS TECH COORD
62711	AIR CONDITIONING MECHANIC	74819	ASST PLANNING DIRECTOR	13626	CA CHILDREN SVCS TECH I
73510	ANIMAL CONTROL OFFICER II	79535	ASST PROBATION DIVISION DIR	13627	CA CHILDREN SVCS TECH II

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Eligible Departments/Classifications

Job Code	Description	Job Code	Description	Job Code	Description
98755	CARDIOPULMONARY MANAGER	37551	CHILD SUPPORT SPECIALIST	33201	CONSTRUCTION INSPECTOR I
13933	CEO EXECUTIVE ASSISTANT	37557	CHILD SUPPORT SVCS PROGRAM MGR	33202	CONSTRUCTION INSPECTOR II
57775	CERTIFIED MEDICAL ASSISTANT	37554	CHILD SUPPORT SVCS REG MGR	54431	COOK
13451	CERTIFIED MEDICAL RECORD CODER	37556	CHILD SUPPORT SVCS SUPERVISOR	54430	COOKS ASSISTANT
74608	CHA INTERNAL AUDIT & COMP MGR	79812	CHILDREN'S SOCIAL SVC SUPV II	73468	COORDINATING THERAPIST
73996	CHA PROGRAM CHIEF II	79808	CHILDREN'S SOCIAL SVC WKR III	54402	CORRECTIONAL BAKER
74201	CHA PROGRAM CHIEF III	79809	CHILDREN'S SOCIAL SVC WKR IV	54420	CORRECTIONAL COOK
74107	CHA PROGRAM COORDINATOR I	79810	CHILDREN'S SOCIAL SVC WKR V	54422	CORRECTIONAL FOOD SVCS SUPV
37566	CHA PROGRAM COORDINATOR II	92212	CIVIL ENG DRAFTING TECH II	54453	CORRECTIONAL SR FOOD SVC WRKR
62762	CHA/CRMC MAINT PROJ PLANNER	13522	CLAIMS ADJUSTER II	74254	COUNTY COUNSEL
77415	CHF ACCOUNTANT	74259	CLERK OF THE BOARD	74104	COUNTY COUNSEL ADMIN ASST
78528	CHF ASST DISTRICT ATTORNEY	98546	CLINICAL LAB ASSISTANT	74261	COUNTY EXECUTIVE OFFICER
98714	CHF CLINICAL LAB SCIENTIST	98715	CLINICAL LAB SCIENTIST - Q.C.	76487	COUNTY SURVEYOR
37490	CHF DEP CHILD SUPPORT ATTORNEY	98712	CLINICAL LAB SCIENTIST II	66502	CREW LEAD WORKER
74326	CHF DEP CO ASSESSOR/CLK/REC	79711	CLINICAL PSYCHOLOGIST	77459	CRIME ANALYST
74296	CHF DEP COUNTY EXEC OFFICER	79740	CLINICAL THERAPIST I	62324	CUSTODIAL SUPERVISOR
78635	CHF DEP DISTRICT ATTORNEY	79742	CLINICAL THERAPIST II	62323	CUSTODIAL SVCS SUPERINTENDENT
74811	CHF DEP PLANNING DIRECTOR	79760	CLINICAL THERAPIST II - C	62321	CUSTODIAN
79536	CHF DEP PROBATION OFFICER	13435	CODE ENFORCEMENT AIDE	13395	CUSTOMER SUPPORT REP I
77438	CHF DEP TREAS/TAX COLLECTOR	33246	CODE ENFORCEMENT DIVISION MGR	13396	CUSTOMER SUPPORT REP II
77439	CHF DEP TREAS/TAX COLLECTOR II	33242	CODE ENFORCEMENT OFFICER II	13397	CUSTOMER SUPPORT REP III
79537	CHF DEP, PROBATION - ADMIN SVCS	33240	CODE ENFORCEMENT OFFICER III	98731	CYTOTECHNOLOGIST
74140	CHF FINANCE OFFICER, CHA	73956	COMMUNICABLE DISEASES SPEC	19919	D.A. SECRETARY
73893	CHF FORENSIC PATHOLOGIST	74163	COMMUNITY ACTION DIVISION SUPV	13786	DATA ENTRY OPERATOR II
74268	CHF INFORMATION OFFICER	74151	COMMUNITY PRGM SPECIALIST I	57731	DENTAL ASSISTANT
73884	CHF OF FAMILY MED & PRIM CARE	74152	COMMUNITY PRGM SPECIALIST II	78735	DEP AG COMMISSIONER-SEALER
73885	CHF OF MEDICAL SPECIALTY	57792	COMMUNITY SERVICES ASSISTANT	37494	DEP CHILD SUPP ATTORNEY III
79703	CHF PATIENTS RIGHTS ADVOCATE	52284	COMMUNITY SERVICES OFFICER I	37493	DEP CHILD SUPP ATTORNEY IV
37569	CHF PUBLIC DEFENDER INVESTIGTR	52265	COMMUNITY SERVICES OFFICER II	37492	DEP CHILD SUPP ATTORNEY IV-S
73469	CHF THERAPIST FOR PHC	74710	COMPLIANCE CONTRACTS OFFICER	13901	DEP CLERK OF THE BOARD
37549	CHILD SUPPORT INTERVIEWER	79860	COMPUTER BASED TRAINING OFFCR	78514	DEP COUNTY COUNSEL IV

Attachment 1

Eligible Departments/Classifications

Job Code	Description	Job Code	Description	Job Code	Description
78516	DEP COUNTY COUNSEL IV-S	74290	DIR OF SENIOR SERVICE SYSTEMS	98573	ENV HEALTH TECHNICIAN II
74138	DEP COUNTY EXECUTIVE OFFICER	74210	DIR OF VETERANS SERVICES	66475	EQUIPMENT FLEET SUPERVISOR
74288	DEP DIR FOR ADMIN-SR SVCS SYS	66509	DISTRICT ROAD MAINTENANCE SUPV	66511	EQUIPMENT OPERATOR I
62734	DEP DIR FOR BLDG MAINTENANCE	74182	DPSS CONTRACTS & SVCS OFFICER	66512	EQUIPMENT OPERATOR II
62326	DEP DIR FOR CUSTODIAL SERVICES	13418	DPSS OFFICE SUPPORT SUPV	15824	EQUIPMENT PARTS HELPER
73557	DEP DIR II, CHA	77427	DPSS SR INTERNAL AUDITOR	66413	EQUIPMENT SERVICE SUPV
79886	DEP DIR OF PUBLIC SOCIAL SVCS	13002	ELECTIONS COORD ASST	37521	ESTATE INVESTIGATOR
76405	DEP DIR OF TRANSPORTATION	13005	ELECTIONS TECH II - SERVICES	15829	ESTATE PROPERTY TECHNICIAN
78533	DEP DISTRICT ATTORNEY III	13004	ELECTIONS TECH III - SERVICES	13925	EXECUTIVE ASSISTANT I
78534	DEP DISTRICT ATTORNEY IV	98741	ELECTROCARDIOGRAPH TECH	13926	EXECUTIVE ASSISTANT II
78538	DEP DISTRICT ATTORNEY IV-S	98761	ELECTROENCEPHALO TECH, REG	74148	EXECUTIVE OFFICER OF LAFCO
78543	DEP DISTRICT ATTORNEY IV-T	13419	ELIGIBILITY SERVICES CLERK	13929	EXECUTIVE SECRETARY
37880	DEP FIRE MARSHAL	15922	ELIGIBILITY SPECIALIST II	76602	FACILITIES PROJECT MGR II
37523	DEP PUBLIC ADMINISTRATOR	13604	ELIGIBILITY SUPERVISOR	76608	FACILITIES PROJECT MGR III
78554	DEP PUBLIC DEFENDER IV	13602	ELIGIBILITY TECHNICIAN II	37537	FINGERPRINT EXAMINER I
78560	DEP PUBLIC DEFENDER IV-S	13603	ELIGIBILITY TECHNICIAN III	37538	FINGERPRINT EXAMINER II
78556	DEP PUBLIC DEFENDER V	79708	EMERGENCY MEDICAL SERVICE SPEC	37536	FINGERPRINT TECHNICIAN II
37525	DEP PUBLIC GUARDIAN	13469	EMPLOYEE BENEFITS & REC SUPV	37870	FIRE PREVENTION TECHNICIAN
77434	DEP TREASURER/TAX COLLECTOR	79891	EMPLOYMENT SVCS COUNSELOR II	37872	FIRE SAFETY SPECIALIST
74740	DEPT H.R. COORDINATOR	57728	EMPLOYMENT SVCS TECH	37876	FIRE SAFETY SUPERVISOR
74183	DEVELOPMENT SPECIALIST I	97421	ENGINEERING AIDE	37873	FIRE SYSTEMS INSPECTOR
74184	DEVELOPMENT SPECIALIST II	76452	ENGINEERING DIVISION MANAGER	77497	FISCAL ANALYST
74185	DEVELOPMENT SPECIALIST III	76419	ENGINEERING PROJECT MGR	77499	FISCAL MANAGER
78312	DIETITIAN II	97431	ENGINEERING TECH I	66416	FLEET SERVICES TECHNICIAN
37489	DIR OF CHILD SUPPORT SERVICES	97432	ENGINEERING TECH II	78335	FOOD & NUTRITION SERVICES MGR
74133	DIR OF COMMUNITY ACTION	33225	ENV COMPLIANCE INSPECTOR II	54475	FOOD SVCS MGR-ADULT DETENTION
73543	DIR OF ENVIRONMENTAL HEALTH	73545	ENV HEALTH SPEC III	54451	FOOD SVCS WORKER
74193	DIR OF ENVIRONMENTAL PROGRAMS	73544	ENV HEALTH SPEC III - DESERT	98550	FORENSIC SVCS SPECIALIST II
74246	DIR OF LEADERSHIP & ORG DEV	73548	ENV HEALTH SPEC IV	37531	FORENSIC TECHNICIAN II
73970	DIR OF PUBLIC HEALTH NURSING	73546	ENV HEALTH SPEC IV - DESERT	74095	FOUNDATION EXECUTIVE DIR RCRMC
74232	DIR OF PURCHASING & FLEET SVCS	98572	ENV HEALTH TECHNICIAN I	62951	GARAGE ATTENDANT

Attachment 1

Eligible Departments/Classifications

Job Code	Description	Job Code	Description	Job Code	Description
66414	GARAGE BRANCH SUPV	97462	HOUSING SPECIALIST I	86141	IT OFFICER II
62141	GARDENER	97463	HOUSING SPECIALIST II	86144	IT OFFICER III
13325	GATE SERVICES ASSISTANT	97464	HOUSING SPECIALIST III	86105	IT SUPV APPS DEVELOPER
77104	GIS ANALYST	74772	HUMAN RESOURCES ANALYST II	86119	IT SUPV BUSINESS SYS ANALYST
77103	GIS SPECIALIST II	13439	HUMAN RESOURCES CLERK	86142	IT SUPV BUSINESS SYS ANALYST-C
77105	GIS SUPERVISOR ANALYST	74773	HUMAN RESOURCES DIV MGR I	86125	IT SUPV COMMUNICATIONS ANALYST
92701	GRAPHIC ARTS ILLUSTRATOR	77440	HUMAN RESOURCES INTERNAL AUDIT	86135	IT SUPV COMMUNICATIONS TECH
62142	GROUND CREW LEAD WORKER	13615	HUMAN RESOURCES REG OFC COORD	86140	IT SUPV DATABASE ADMIN
62171	GROUND WORKER	74674	HUMAN RESOURCES SERVICES MGR	86157	IT SUPV NETWORK ADMIN
73597	HAZARDOUS MTRLS MGMT SPEC III	13612	HUMAN RESOURCES TECHNICIAN I	86167	IT SUPV SYSTEMS ADMINISTRATOR
73588	HAZARDOUS MTRLS MGMT SPEC IV	73955	INSTITUTIONAL NURSE	86177	IT SUPV SYSTEMS OPERATOR
79824	HEALTH CARE SOCIAL WORKER	15908	INSURANCE BILLING CLERK	86187	IT SUPV USER SUPPORT TECH
73458	HEALTH EDUCATION ASST II	15907	INSURANCE BILLING SUPV II	86197	IT SUPV WEB DEVELOPER
73484	HEALTH EDUCATOR	79872	INTAKE SPECIALIST	86164	IT SYSTEMS ADMINISTRATOR II
57793	HEALTH SERVICES ASSISTANT	37571	INVESTIGATIVE TECH II	86165	IT SYSTEMS ADMINISTRATOR III
76402	HEALTHCARE ADMIN SURVEYOR	86101	IT APPS DEVELOPER II	86174	IT SYSTEMS OPERATOR II
76401	HEALTHCARE ADMIN SURVEYOR MGR	86103	IT APPS DEVELOPER III	86175	IT SYSTEMS OPERATOR III
86451	HEAVY EQUIPMENT MECHANIC	86113	IT BUSINESS SYS ANALYST I	86183	IT USER SUPPORT TECH II
66524	HIGHWAY MAINT SUPERINTENDENT	86115	IT BUSINESS SYS ANALYST II	86185	IT USER SUPPORT TECH III
66526	HIGHWAY OPS SUPERINTENDENT	86117	IT BUSINESS SYS ANALYST III	62202	LABORER
98537	HISTOLOGY TECHNICIAN	86121	IT COMMUNICATIONS ANALYST II	9400	LABORER - FAIR
74250	HOSPITAL ADMINISTRATOR	86124	IT COMMUNICATIONS ANALYST III	33252	LAND USE TECHNICIAN II
13403	HOSPITAL ADMISSIONS SUPERVISOR	86130	IT COMMUNICATIONS TECH II	54611	LAUNDRY WORKER
62344	HOSPITAL ENV SVCS SUPV	86131	IT COMMUNICATIONS TECH III	54610	LAUNDRY WORKER - ADULT DET
98561	HOSPITAL SUPPLY TECHNICIAN	86138	IT DATABASE ADMIN II	13940	LAW OFFICE SUPERVISOR I
73925	HOUSE SUPERVISOR	86139	IT DATABASE ADMIN III	13941	LAW OFFICE SUPERVISOR II
62341	HOUSEKEEPER	86153	IT NETWORK ADMIN II	86504	LEAD BRIDGE CREW WORKER
66532	HOUSING AUTHORITY MAINT WKR I	86149	IT NETWORK ADMIN II - C	62322	LEAD CUSTODIAN
66533	HOUSING AUTHORITY MAINT WKR II	86155	IT NETWORK ADMIN III	13398	LEAD CUSTOMER SUPPORT REP
97460	HOUSING PROGRAM ASSISTANT I	86150	IT NETWORK ADMIN III - C	62108	LEAD FAIRGRND OPS & MAINT WRKR
97461	HOUSING PROGRAM ASSISTANT II	86143	IT OFFICER I	98563	LEAD HOSPITAL SUPPLY TECH

Eligible Departments/Classifications

Attachment 1

Job Code	Description	Job Code	Description	Job Code	Description
62340	LEAD HOUSEKEEPER	73948	MANAGER, AMBULATORY CARE	74090	OFFICE ON AGING PROGRAM SPEC I
62794	LEAD MACHINIST - WELDER	62901	MECHANICS HELPER	57729	OFFICE ON AGING SERVICES ASST
62772	LEAD MAINTENANCE PLUMBER	92752	MEDIA PRODUCTION SPECIALIST	62430	OFFSET EQUIPMENT OPERATOR
62742	LEAD MAINTENANCE SVCS MECHANIC	92755	MEDIA/COMMUNICATIONS COORD-C	66507	OPS & MAINT SUPERVISOR
62433	LEAD OFFSET EQUIPMENT OPERATOR	97351	MEDICAL ELECTRONICS TECHNICIAN	73513	OPS CHIEF, ANIMAL SERVICES
66582	LEAD TRAFFIC CONTROL PAINTER	13260	MEDICAL INTERPRETER/TRANSLATOR	33229	OSHPD INSPECTOR OF RECORD
19930	LEGAL SUPPORT ASST I	13446	MEDICAL RECORDS CODER	78750	P.H. MICROBIOLOGIST II
19931	LEGAL SUPPORT ASST II	13489	MEDICAL RECORDS MANAGER	73490	P.H. PROGRAM DIRECTOR
19936	LEGAL SUPPORT ASST II - C	13488	MEDICAL RECORDS TECHNICIAN II	78506	PARALEGAL II
57741	LICENSED PSYCHIATRIC TECH	79832	MEDICAL SOCIAL WORKER II	52740	PARKING/ORD ENFORCEMENT OFFICR
57753	LICENSED VOC NURSE - ADULT DET	13960	MEDICAL STAFF COORDINATOR	98536	PATHOLOGY AIDE
57752	LICENSED VOC NURSE II	57771	MEDICAL THERAPY UNIT AIDE	77467	PATIENT ACCTS OFFICER, RCRMC
57750	LICENSED VOC NURSE II - C	13821	MEDICAL TRANSCRIPTIONIST II	73998	PATIENT SVCS COORDINATOR
57748	LICENSED VOC NURSE II - CHA	13425	MEDICAL TRANSPORTATION COORD	79701	PATIENTS RIGHTS ADVOCATE
57749	LICENSED VOC NURSE III - CHA	13433	MEDICAL TRANSPORTATION TECH	73611	PHARMACIST
62330	M.H. FAC HOUSEKEEPING SUPV	13404	MEDICAL UNIT CLERK	13418	PHARMACY TECHNICIAN II
79728	M.H. PEER POLICY & PLNG SPEC	13431	MESSENGER	57770	PHYSICAL THERAPIST ASSISTANT
79726	M.H. PEER SPECIALIST	13511	MSAG COORDINATOR	73446	PHYSICAL THERAPIST II
79717	M.H. SERVICE SUPV-A	13443	MUSEUM ASSISTANT	73976	PHYSICIAN ASSISTANT III
79718	M.H. SERVICE SUPV-B	73923	NURSE MANAGER	73802	PHYSICIAN II
79806	M.H. SERVICES ADMINISTRATOR	73984	NURSE PRACTITIONER III	73803	PHYSICIAN III
79796	M.H. SERVICES PROGRAM MGR	57781	NURSING ASSISTANT	73804	PHYSICIAN IV
62793	MACHINIST - WELDER	73941	NURSING EDUCATION INSTRUCTOR	74230	PLANNING DIRECTOR
66529	MAINTENANCE & CONST WRKR	78345	NUTRITIONIST	92271	PLANNING TECHNICIAN II
62221	MAINTENANCE CARPENTER	86118	OASIS BUSINESS PROCESS MGR	92272	PLANNING TECHNICIAN III
62231	MAINTENANCE ELECTRICIAN	73995	OCCUPATIONAL HLTH NRS CONSLTNT	73913	PRE HOSPITAL LIAISON NURSE
62735	MAINTENANCE MECHANIC	74002	OCCUPATIONAL HLTH NRS-SHERIFF	77414	PRINCIPAL ACCOUNTANT
62271	MAINTENANCE PLUMBER	73436	OCCUPATIONAL THERAPIST II	33235	PRINCIPAL BUILDING INSPECTOR
62270	MAINTENANCE PLUMBER-ADULT DET	13865	OFFICE ASSISTANT II	97413	PRINCIPAL CONST INSPECTOR
74173	MANAGED CARE DIRECTOR	13866	OFFICE ASSISTANT III	74325	PRINCIPAL DEP ASSESS-CLK-REC
74905	MANAGER - MAJOR ACQUISITIONS	13873	OFFICE ASSISTANT III - C	78515	PRINCIPAL DEP COUNTY COUNSEL

Eligible Departments/Classifications

Attachment 1

Job Code	Description	Job Code	Description	Job Code	Description
74221	PRINCIPAL DEVELOPMENT SPEC	73952	REGISTERED NURSE II	57726	SOCIAL SERVICES ASSISTANT
97434	PRINCIPAL ENG TECH	73953	REGISTERED NURSE III	79860	SOCIAL SERVICES SUPERVISOR II
74134	PRINCIPAL MGMT ANALYST	73989	REGISTERED NURSE III - C	79874	SOCIAL SERVICES WORKER II
74809	PRINCIPAL PLANNER	73991	REGISTERED NURSE IV	79875	SOCIAL SERVICES WORKER III
62422	PRINTING TECH SPECIALIST I	73993	REGISTERED NURSE IV - C	79876	SOCIAL SERVICES WORKER IV
57794	PROBATION ASSISTANT	73992	REGISTERED NURSE V	79878	SOCIAL SERVICES WORKER V
79536	PROBATION DIVISION DIRECTOR	73994	REGISTERED NURSE V - C	77413	SR ACCOUNTANT
15913	PROCUREMENT CONTRACT SPEC	77462	RESEARCH ANALYST	77423	SR ACCOUNTANT - C
79819	PROGRAM SPECIALIST I	79837	RESEARCH SPECIALIST I	15913	SR ACCOUNTING ASST
79815	PROGRAM SPECIALIST II, C.S.S.	98753	RESP CARE PRACT I, REG ELIG	74127	SR ADMINISTRATIVE ANALYST
74245	PUBLIC DEFENDER	98757	RESP CARE PRACT II, REG	13406	SR ADMISSIONS & COLL CLERK
37563	PUBLIC DEFENDER INVEST II	15315	REVENUE & RECOVERY SUPV I	73506	SR ANIMAL LICENSE INSPECTOR
37565	PUBLIC DEFENDER INVEST III	15317	REVENUE & RECOVERY SUPV II	74323	SR APPRAISER
37522	PUBLIC GUARDIAN INVESTIGATOR	15312	REVENUE & RECOVERY TECH I	13519	SR ARCHIVES & RECORDS TECH
74460	PUBLIC INFORMATION OFFICER	15313	REVENUE & RECOVERY TECH II	33233	SR BUILDING INSPECTOR
74233	PUBLIC INFORMATION SPECIALIST	74684	SAFETY COORDINATOR - C	62731	SR BUILDING MAINTENANCE WORKER
13807	PUBLIC SAFETY COMM OFFICER II	74281	SATELLITE FACILITIES COORD	15810	SR BUYER ASSISTANT
74144	PURCHASING MANAGER	13923	SECRETARY I	37552	SR CHILD SUPPORT SPECIALIST
13427	QUALITY ASSURANCE COORDINATOR	13924	SECRETARY II	76425	SR CIVIL ENGINEER
76431	RADIO COMMUNICATIONS ENG I	13920	SECRETARY II - C	13523	SR CLAIMS ADJUSTER
98734	RADIOLOGIC SPECIALIST II	54631	SEWING SERVICES WORKER	98548	SR CLINICAL LAB ASSISTANT
98724	RADIOLOGIC TECHNOLOGIST II	13797	SHERIFF 911 COMM OFFICER II	98713	SR CLINICAL LAB SCIENTIST
98726	RADIOLOGIC TECHNOLOGIST SUPV	13809	SHERIFF COMMUNICATIONS SUPV	79715	SR CLINICAL PSYCHOLOGIST
74918	REAL PROPERTY AGENT II	13818	SHERIFF CORRECTIONS ASST I	33243	SR CODE ENFORCEMENT OFFICER
74917	REAL PROPERTY AGENT III	13819	SHERIFF CORRECTIONS ASST II	73961	SR COMMUNICABLE DISEASES SPEC
62971	RECORDS & SUPPORT ASSISTANT	13811	SHERIFF COURT SVCS ASST II	74158	SR COMMUNITY PROG SPECIALIST
79894	REGIONAL MGR, CALWORKS	13812	SHERIFF COURT SVCS ASST III	33203	SR CONSTRUCTION INSPECTOR
79817	REGIONAL MGR, CHILD SOC SVCS	13791	SHERIFF REC/WARRANTS ASST II	54432	SR COOK
79893	REGIONAL MGR, ESS	13476	SHERIFF RECORDS/WARRANTS SUPV	54421	SR COOK - DETENTION
79883	REGIONAL MGR, SOCIAL SERVICES	52262	SHERIFF SERVICE OFFICER II	77460	SR CRIME ANALYST
73957	REGISTERED NURSE I	79886	SOCIAL SERVICE PLANNER	74186	SR DEVELOPMENT SPECIALIST

Eligible Departments/Classifications

Attachment 1

Job Code	Description	Job Code	Description	Job Code	Description
79802	SR EMPLOYMENT SVCS COUNSELOR	13808	SR PUBLIC SAFETY COMM OFFICER	13994	SUPV BOARD ASSISTANT
97433	SR ENG TECH	74921	SR REAL PROPERTY AGENT	73936	SUPV CLINIC SITE NURSE
33226	SR ENV COMPLIANCE INSPECTOR	13798	SR SHERIFF 911 COMM OFFICER	33244	SUPV CODE ENFORCEMENT OFFICER
66513	SR EQUIPMENT OPERATOR	13973	SR STENOGRAPHER CLERK	54433	SUPV COOK
13448	SR FLEET SERVICES ASSISTANT	15820	SR SUPPORT SERVICES TECHNICIAN	13399	SUPV CUSTOMER SUPPORT REP
54452	SR FOOD SERVICE WORKER	76483	SR SURVEYOR	13787	SUPV DATA ENTRY OPERATOR
13326	SR GATE SERVICES ASST	15325	SR TAX COLLECTION INVESTIGATOR	74327	SUPV DEP ACCR
92243	SR GIS SPECIALIST	73466	SR THERAPIST	78536	SUPV DEP DISTRICT ATTORNEY
66455	SR HEAVY EQUIPMENT MECHANIC	97382	SR TRAFFIC SIGNAL TECHNICIAN	37527	SUPV DEP PUBLIC ADMIN
66534	SR HOUSING AUTHORITY MAINT WKR	78793	SR WEIGHTS & MEASURE INSPECTOR	78555	SUPV DEP PUBLIC DEFENDER
74774	SR HUMAN RESOURCES ANALYST	79861	STAFF DEVELOPMENT OFFICER	78314	SUPV DIETITIAN
13131	SR HUMAN RESOURCES CLERK	73817	STAFF PSYCHIATRIST II	79890	COUNSELOR
13133	SR HUMAN RESOURCES CLERK - C	13917	STAFF WRITER	73550	SUPV ENV HEALTH SPEC
73575	SR INDUSTRIAL HYGIENIST	62751	STATIONARY ENGINEER	73547	SUPV ENV HEALTH SPEC - DESERT
73969	SR INSTITUTIONAL NURSE	15831	STOCK CLERK	76606	SUPV FACILITIES PROJECT MGR
15909	SR INSURANCE BILLING CLERK	15833	STOREKEEPER	37539	SUPV FINGERPRINT EXAMINER
37572	SR INVESTIGATIVE TECHNICIAN	76426	SUBDIVISION ENGINEER	54456	SUPV FOOD SERVICE WORKER
98532	SR LABORATORY ASSISTANT	15821	SUPPORT SERVICES SUPERVISOR	37532	SUPV FORENSIC TECHNICIAN
76484	SR LAND SURVEYOR	15826	SUPPORT SERVICES TECHNICIAN	73682	SUPV HAZ MAT MGMT SPECIALIST
13932	SR LEGAL SUPPORT ASST	77416	SUPV ACCOUNTANT	73963	SUPV INSTITUTIONAL NURSE
13937	SR LEGAL SUPPORT ASST - C	15914	SUPV ACCOUNTING ASSISTANT	37573	SUPV INVESTIGATIVE TECH
13450	SR LIABILITY CLAIMS TECH - C	15917	SUPV ACCOUNTING TECHNICIAN	76403	SUPV LAND SURVEYOR
74150	SR MANAGEMENT ANALYST	15310	SUPV ACR TECHNICIAN	33253	SUPV LAND USE TECHNICIAN
13426	SR MEDICAL RECORDS TECHNICIAN	78709	SUPV AG & STANDARDS INVEST I	13996	SUPV LEGISLATIVE ASSISTANT
13434	SR MEDICAL TRANSPORTATION TECH	78710	SUPV AG & STANDARDS INVEST II	13452	SUPV MEDICAL RECORDS CODER
78344	SR NUTRITIONIST	73502	SUPV ANIMAL CARE TECHNICIAN	13432	SUPV MEDICAL RECORDS TECH
98790	SR ORTHOPEDIC TECHNICIAN	74324	SUPV APPRAISER	13823	SUPV MEDICAL TRANSCRIPTIONIST
73613	SR PHARMACIST	13524	SUPV ARCHIVES & REC TECH I	78347	SUPV NUTRITIONIST
62424	SR PRINTING TECH SPECIALIST	13525	SUPV ARCHIVES & REC TECH II	73435	SUPV OCCUPATIONAL THERAPIST
79820	SR PROGRAM SPECIALIST	77444	SUPV AUDITOR-APPRAISER	13867	SUPV OFFICE ASSISTANT I
79816	SR PROGRAM SPECIALIST - C.S.S.	79753	SUPV BEHAVIORAL HEALTH SPEC	13868	SUPV OFFICE ASSISTANT II

Eligible Departments/Classifications

Attachment 1

Job Code	Description	Job Code	Description	Job Code	Description
13609	SUPV PROGRAM SPECIALIST	13861	TELEPHONE OPERATOR	79787	VICTIM SERVICES ADVOCATE I
37567	SUPV PUBLIC DEFENDER INVEST	13802	TELEPHONE RPT UNIT OFFICER II	79788	VICTIM SERVICES ADVOCATE II
74920	SUPV REAL PROPERTY AGENT	13889	TEMPORARY ASST FLOATER - SEIU	79792	VICTIM SERVICES SUPERVISOR
98754	SUPV RESP CARE PRACTITIONER	74272	TLMA DIRECTOR OF ADMIN	79781	VOLUNTEER SVCS COORDINATOR
13822	SUPV SHERIFF CORRECTIONS ASST	74271	TLMA REGIONAL OFFICE MGR	79785	VOLUNTEER SVCS PROGRAM MGR
15834	SUPV STOREKEEPER	97381	TRAFFIC SIGNAL TECH	74208	WASTE MGMT PROGRAM ADMIN
73467	SUPV THERAPIST	79881	TRAINING OFFICER	74198	COORDINATOR
37592	SUPV WELFARE FRAUD INV	15822	TRANSPORTATION WAREHSE WKR II	37594	WELFARE FRAUD INVESTIGATOR-A
37599	SUPV WELFARE FRAUD INV - B	66516	TRUCK & TRAILER DRIVER	37595	WELFARE FRAUD INVESTIGATOR-B
57758	SURGICAL TECHNICIAN	66441	TRUCK MECHANIC	78792	WGHTS & MEASURE INSPECTOR II
77419	SYSTEMS ACCOUNTANT II	74802	URBAN/REGIONAL PLANNER II		
97435	TECHNICAL ENG UNIT SUPERVISOR	74804	URBAN/REGIONAL PLANNER III		
77225	TECHNICAL SUPPORT MANAGER	74806	URBAN/REGIONAL PLANNER IV		
57780	TELEMETRY TECHNICIAN	13430	UTILIZATION REVIEW COORDINATOR		

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM
Actuarial and Employer Services Branch
Public Agency Contract Services
P.O. Box 942709
Sacramento, CA 94229-2709
(888) CalPERS (225-7377)

Attachment 2

CERTIFICATION OF COMPLIANCE WITH
GOVERNMENT CODE SECTION 7507

I hereby certify that in accordance with Section 7507 of the Government Code
the future annual costs as determined by the System Actuary for the increase
in retirement benefit(s) have been made public at a public meeting of the

_____ of the
(governing body)

_____ of
(public agency)

on _____ which is at least two weeks prior to the adoption of the
(date)

Resolution / Ordinance.

Clerk/Secretary

Title

Date _____

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM

Attachment 3

Actuarial and Employer Services Branch

Public Agency Contract Services

P.O. Box 942709

Sacramento, CA 94229-2709

**CERTIFICATION OF COMPLIANCE WITH
GOVERNMENT CODE SECTION 20903**

In accordance with Government Code Section 20903 and the contract between the Public Employees' Retirement System, the Board of Supervisors of the County of Riverside hereby certifies that:

1. Because of an impending curtailment of, or change in the manner of performing service, the best interests of the agency will be served by granting such additional service credit.
2. The added cost to the retirement fund for all eligible employees who retire during the designated window period will be included in the contracting agency's employer contribution rate for the fiscal year that begins two years after the end of the designated period.
3. It has elected to become subject to Section 20903 because of impending mandatory transfers, demotions, and layoffs that constitute at least 1 percent of the job classification, department or organizational unit, as designated by the governing body, resulting from the curtailment of, or change in the manner of performing, its services.
4. Its intention at the time Section 20903 becomes operative is to keep all vacancies created by retirements under this section or at least one vacancy in any position in any department or other organizational unit permanently unfilled thereby resulting in an overall reduction in the work force of such department or organizational unit.

THEREFORE, the Board of Supervisors of the County of Riverside hereby elects to provide the benefits of Government Code Section 20903 to all eligible members who retire within the designated period, _____ through _____

BOARD OF SUPERVISORS
OF THE
COUNTY OF RIVERSIDE

BY _____
Presiding Officer

Attest:

Clerk/Secretary

Date

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM
Actuarial and Employer Services Branch
Public Agency Contract Services
P.O. Box 942709
Sacramento, CA 94229-2709
(888) CalPERS (225-7377)

CERTIFICATION OF GOVERNING BODY'S ACTION

Resolution 2008-483

I hereby certify that the foregoing is a true and correct copy of a Resolution adopted by the

_____ of the
(governing body)

_____ of the
(public agency)

on _____
(date)

Clerk/Secretary

Title

BOARD OF SUPERVISORS
OF THE
COUNTY OF RIVERSIDE
RESOLUTION
TO
GRANT ANOTHER DESIGNATED PERIOD
FOR
TWO YEARS ADDITIONAL SERVICE CREDIT

Resolution 2008-483

WHEREAS, the Board of Supervisors of the County of Riverside is a contracting Public Agency of the Public Employees' Retirement System; and

WHEREAS, said Public Agency desires to provide another designated period for Two Years Additional Service Credit, Section 20903, based on the contract amendment included in said contract which provided for Section 20903, Two Years Additional Service Credit, for eligible members;

NOW, THEREFORE, BE IT RESOLVED, that said Board of Supervisors does seek to add another designated period, and does hereby authorize this Resolution, indicating a desire to add a designated period from

_____ through _____ for
eligible _____ members in the

Adopted and approved this _____ day of _____,

BOARD OF SUPERVISORS
OF THE
COUNTY OF RIVERSIDE

BY _____
Presiding Officer

Attest:

Clerk/Secretary

**Early Retirement Incentive Analysis
All Eligible Regular Miscellaneous Employees**

Age	Count	Average Years of Service	Average Compensation	Total Compensation
50	318	14.91	\$62,288.95	\$19,870,175.72
51	285	14.57	\$61,977.37	\$17,663,550.36
52	294	15.72	\$61,977.37	\$18,221,346.69
53	263	14.85	\$62,938.92	\$16,552,935.99
54	282	15.18	\$61,238.69	\$17,269,310.04
55	283	15.01	\$60,775.81	\$17,199,554.16
56	273	15.96	\$62,968.18	\$17,190,313.20
57	226	15.87	\$62,410.88	\$14,104,859.39
58	194	15.70	\$62,796.41	\$12,182,502.63
59	225	15.41	\$61,743.49	\$13,892,285.94
60	187	17.26	\$62,352.07	\$11,659,836.60
61	131	14.68	\$57,400.92	\$7,691,723.51
62	100	14.18	\$62,633.86	\$6,138,118.23
63	92	13.01	\$54,332.22	\$4,944,231.86
64	89	13.28	\$67,361.23	\$6,129,871.65
65	62	13.29	\$55,672.84	\$3,340,370.70
65+	135	13.37	\$54,505.75	\$7,358,276.51
Total	3,439			\$211,409,263.18
Mean		14.84	\$60,904.41	\$61,474.05
Median			\$61,977.37	
Weighted Avg.Age	56			

Age	Count	Average Service	Total Compensation
59+	1021	14.31	\$61,154,715.00
61+	609	13.64	\$35,602,592.45
63+	378	13	\$21,772,750.72